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**UNITED STATES DISTRICT COURT**  
**NORTHERN DISTRICT OF CALIFORNIA**  
**SAN FRANCISCO DIVISION**

U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION,

Plaintiff,

v.

TESLA, INC.,

Defendant.

Case No. 3:23-cv-4984-JSC

**DEFENDANT TESLA, INC.'S EXHIBITS  
IN SUPPORT OF MOTION TO STAY  
ALL PROCEEDINGS IN LIGHT OF  
LONG-RUNNING, CURRENTLY  
PENDING AND VIRTUALLY  
IDENTICAL STATE COURT  
LITIGATION**

Hearing Date: February 1, 2024  
Time: 10:00 AM  
Judge: Hon. Jacqueline Scott Corey  
Courtroom: 8

Complaint Filed: September 28, 2023

[*Defendant's Notice of Motion and Motion;  
Declarations of Sara A. Begley, Tiffany Hart,  
Thomas E. Hill, and Jessica Quon-Vaili;  
Request for Judicial Notice; and Proposed  
Order, All Filed Concurrently Herewith*]

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Defendant Tesla, Inc. (“Tesla”) hereby submits the Exhibits identified below in support of its Motion to Stay All Proceedings in this matter. Tesla’s reliance on and the Court’s review of these Exhibits are supported by Tesla’s concurrently filed Request for Judicial Notice (“RJN”) and/or the Declarations of Sara A. Begley, Tiffany Hart, Thomas E. Hill and Jessica Quon-Vaili, as noted below.

<b>Exhibit</b>	<b>Description</b>	<b>Support</b>
Exhibit A	Copy of the court docket in <i>Vaughn, et al. v. Tesla, Inc., et al.</i> , Alameda County Superior Court Case No. RG17882082 (the “Vaughn Case”)	RJN ¶ 1 Hill Decl. ¶ 6
Exhibit B	Copy of the court docket in <i>Department of Fair Employment and Housing v. Tesla, Inc.</i> , Alameda County Superior Court Case No. 22CV006830 (the “CRD Case”)	RJN ¶ 2 Hill Decl. ¶ 7
Exhibit C	Copy of the operative Second Amended Complaint in the Vaughn Case	RJN ¶ 3 Hill Decl. ¶ 8
Exhibit D	Copy of the operative First Amended Complaint in the CRD Case	RJN ¶ 4 Hill Decl. ¶ 9
Exhibit E	Tesla, Inc.’s Anti-Harassment and Discrimination Policies	Hart Decl. ¶ 5
Exhibit F	Copy of the EEOC’s Commissioner’s Charge of Discrimination in <i>Burrows v. Tesla, Inc.</i> , Charge No. 555-2019-01273 (the “EEOC Administrative Action”), dated May 28, 2019	RJN ¶ 5 Begley Decl. ¶ 2
Exhibit G	Copy of the DFEH’s Director’s Discrimination Complaint in <i>Kish v. Tesla, Inc.</i> , DFEH Administrative Case No. 201906-06540918, dated June 21, 2019	RJN ¶ 6 Begley Decl. ¶ 11
Exhibit H	Copy of the 2019 and 2022 Worksharing Agreements between the EEOC and the California Department of Fair Employment and Housing / Civil Rights Department	RJN ¶ 7 Hill Decl. ¶ 10
Exhibit I	Copy of the Transcript of Proceedings (Dec. 13, 2021) in <i>U.S. EEOC v. Activision Blizzard, Inc., et. al.</i> , United States District Court (C.D. Cal.) Case No. 2:21-CV-07682 DSF-JEM (the “Activision Case”)	RJN ¶ 8 Hill Decl. ¶ 11
Exhibit J	EEOC’s Requests for Information to Tesla, Set One (Jan. 8, 2020)	Quon-Vaili Decl. ¶ 3
Exhibit K	EEOC’s Requests for Information to Tesla, Set Two (Dec. 22, 2020)	Quon-Vaili Decl. ¶ 7

1	Exhibit L	Tesla-CRD E-mail Chain regarding Conciliation (Feb. 3, 2022)	Begley Decl. ¶ 11
2	Exhibit M	Copy of EEOC Determination Letter in the EEOC Administrative Action, dated June 1, 2022	RJN ¶ 9 Begley Decl. ¶ 8
3	Exhibit N	Copy of EEOC Press Release, dated September 28, 2023	RJN ¶ 10 Begley Decl. ¶ 10
4	Exhibit O	Copy of Tesla's Petition to Confirm Arbitration Award (including copy of final Arbitration Award) filed in <i>Tesla, Inc. v. DeWitt Lambert</i> , Alameda County Superior Court Case No. RG17854515, on May 2, 2019	RJN ¶ 11 Hill Decl. ¶ 12
5	Exhibit P	Copy of Court's Order on Submitted Matter, dated November 18, 2022, filed in the CRD Case	RJN ¶ 12 Hill Decl. ¶ 13
6	Exhibit Q	Copy of letter from Rosa M. Viramontes, District Director, EEOC Los Angeles District Office, to Activision Blizzard, Inc., filed in the Activision Case on November 8, 2021	RJN ¶ 13 Hill Decl. ¶ 14
7	Exhibit R	Copy of Court's Order Denying Motion to Intervene, in the Activision Case, dated December 20, 2021	RJN ¶ 14 Hill Decl. ¶ 15
8	Exhibit S	Copy of Taibbi, <i>The Lawyers Who Ate California: Part II</i> , TK News (May 14, 2022)	Hill Decl. ¶ 16

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